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common country, however excellent an account it may give of a particular section. The South has had a wonderful development, but so has the rest of the country. From 1850 to 1900 New York increased the value of her manufactures 810 per cent., while Virginia increased hers only 350 per cent. North Carolina, however, outstripped Massachusetts in the rate of increase by 940 to 570. Even in the value of farms New York outclassed Virginia, the increase being 90 and 45 per cent. respectively. Taking the South as a whole, it appears that her increase in agricultural products was only 257 per cent., while that of the North was 309. In railroad building alone was her percentage of increase greater than that of the North. Yet her superficial area is greater by 238,851 square miles. It may be added here that by "North" and "South" is meant the two sections as they were in 1850.

Since 1900, however, the South has excelled in several industries and it may be that we are now on the eve of an era in which she shall really distance her rival. The agricultural laborer in the South produces less per capita than his competitor in the North, but he gets a return of 27 per cent. on a capital of \$870, while his competitor gets only 18 per cent. on \$3,527. Even in manufactures the southern laborer has a slight advantage in his returns, but nothing like so great as in agriculture. Now everybody knows that the least intelligent part of the population in the South is engaged in farming. Given an equal amount of intelligence, and capital equal to that of his northern brother, what will not the southern farmer accomplish?

Such comparisons are wanting in Mr. Bruce's book. The chapter on "Political Conditions" is very good, but it hardly goes far enough in the "economic interpretation" of southern history.

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Women's Work and Wages. By EDWARD CADBURY, M. CECILE MATHESON, GEORGE SHANN. Chicago: The University of Chicago Press, 1907. Pp. 368.

The University of Chicago Press has done well to issue an American edition of this study into a "phase of life in an industrial city," the city of Birmingham, England. In the absence of accurate information so painfully felt as to the employment of women in our own communities, a well-planned and well-executed study as to their employment in another great commercial and industrial center

brings with it the possibility of great value, both in the aid it will give in formulating the problem that presents itself on this side the water, and in the body of accurately ascertained facts which will furnish a basis for intelligent comparison. The plan of the present study has been well worked out. For the general outline of any intelligent inquiry into women's work and wages, the student is really indebted to two or three of the English women who began their career at the time of Mr. Charles Booth's colossal investigation into "the life and labor of the people of London." In the work of Miss Clara E. Collet of the British Board of Trade, and Mrs. Sidney Webb, then Miss Beatrice Potter, are found the beginnings of all the inquiries since set forth. It is by no means to the discredit of the authors of the present study that traces of the influence of these women upon their work are very obvious.

The plan includes a study of the work from the objective side as introductory to a study of the workers themselves. This preliminary study of the nature of the employments into which women go has peculiar value for American students because our own sources of information are particularly barren on this subject. The fact that our federal *Census of Occupations* and the recent *Bulletin on Statistics of Women at Work* give facts as to the number, nationality, age, and marital status of our women employees, but because of the faulty classification of occupations tell absolutely nothing of the nature of their employment, is indicative of our need of such careful observations as are presented here.

The most interesting chapters are those on legislation (chap. i) showing the extent to which English common-sense approves public control over the conditions under which the future mothers of the country shall be employed; and on wages (chaps. iii and v) which bring out clearly by well-planned tables the economic necessity, already recognized by recent legislation in the State of New York as a social necessity, of distinguishing between workers under eighteen and older women. The facts as to wages confirm the conclusions drawn from the facts of the social life of girls under eighteen who have not the protection of family life and from the known lack of educational opportunity which is due to the prospective cessation of work on marriage, as to the existence of a special problem of the girl worker which should be carefully distinguished from the problem of the woman worker, with its complicated relationship to the problem of the family institution, the

problems of child life and child mortality, and the sanitary problem of proper housing in congested centers. Since there are these two distinguishable problems there will be two sets of evils noted, and two kinds of remedies proposed; but both problems are characterized by the evil of a wage reduced to the point of bare subsistence which is less than a living wage according to any reasonable standard of continued industrial efficiency (pp. 126, 127). This subsistence wage cannot be accounted for according to these writers by the usual explanation of the lower standard of life prevailing upon women, nor by the fact that the girls' and the women's wage is often an auxiliary wage; neither of these explanations seem to accord with the facts. The explanation is rather to be found in the well-nigh universal separation of employment in accordance with which women and girls together do the unskilled and poorly paid jobs, in the lower bargaining power of women as compared with men, and in the slight degree to which both employers and women employees recognize the wage contract as a proper subject for competitive influence. It may be added that in the case of both women and girls there is a greater immobility than probably characterizes the labor of men and boys. As to a remedy for these low wages, the authors look to nothing less extreme than the creation of wages boards, and the fixing of minima standards of payment in different trades. A bill providing for the creation of such boards was introduced by Sir Charles Dilke a number of years ago, and reintroduced during the last session of Parliament. A discussion of the probable success of this device would have little value in this place as there is no American community where such a proposal has been seriously entertained; but it might be noted that so far as girls under eighteen are concerned that they are recognized even among us as wards of the state and calling for a large degree of control and of extended protection. The creation of some device by which the wage contract between employers and girls under this age could be made public might in itself be most effective in curing some of the evils of low wages. Undoubtedly in those establishments which depend largely on public favor and on a certain reputation for fair dealing and honest practices, such as the large department stores in our great cities, the mere publication of their wage scales would be most effective in bringing to bear upon them the pressure of public opinion.

As agencies for lessening the other evils mentioned the authors

look to girls' clubs and classes as possibly the best device yet discovered for bringing them to a consciousness of their economic weakness, and developing in them a desire for better industrial training. It is interesting and at the same time distressing to notice that they find little reason for confidence in the trade-union among women as an effective means of bettering conditions. However, in this they differ altogether from the conclusions of M. Gonnard, who, in a recent discussion of the "La femme dans l'industrie," finds the main reliance to be placed upon the trade combination among women.

L'ouvrière doit faire l'apprentissage de l'association. C'est par là surtout qu'elle parviendra, comme son frère de labeur, à l'amélioration de son sort. L'action syndicale, quand elle est pacifique et sérieuse, est le moyen le plus digne et le plus efficace à la fois, pour le salarié, de faire admettre par le salariant ses droits et ses prétentions. Actuellement, les syndicats féminins sont rares et faibles. . . . Et cependant, l'avenir est là. L'ouvrière finira par ouvrir les yeux sur les avantages de l'association de résistance. Elle se syndiquera, et syndiquée, étayée sur la force commune, elle n'acceptera plus pour elle un salaire de famine, ni n'obligera par là les autres à l'accepter.¹

Upon different forms of public control then, upon such social devices as girls' clubs, to a slight degree upon organization among women, the authors rely for some amelioration of the lot of the working women of Birmingham of whom might be said, to quote again from the words of M. Gonnard who is writing of the working women of France: "In certain respects the life of the modern working woman is at times well-nigh a hell itself; but over the door of this hell she still refuses to inscribe the words 'abandon hope all ye who enter here'."

S. P. BRECKINRIDGE

Folkways: a Study of the Sociological Importance of Usages, Manners, Mores and Morals. By WILLIAM GRAHAM SUMNER, professor of political and social science in Yale University. Boston: Ginn and Co., 1907. Pp. vi+692.

"Mores" seems likely from now on to symbolize Sumner, as "imitation" suggests Tarde and Baldwin, or as "consciousness of kind" epitomizes Giddings. For Professor Sumner's philosophy centers in the idea of the mores which he first expounds and after-

¹ R. Gonnard, Professor à la Faculté de Droit de l'Université de Lyon, *La Femme dans l'Industrie*, p. 198.